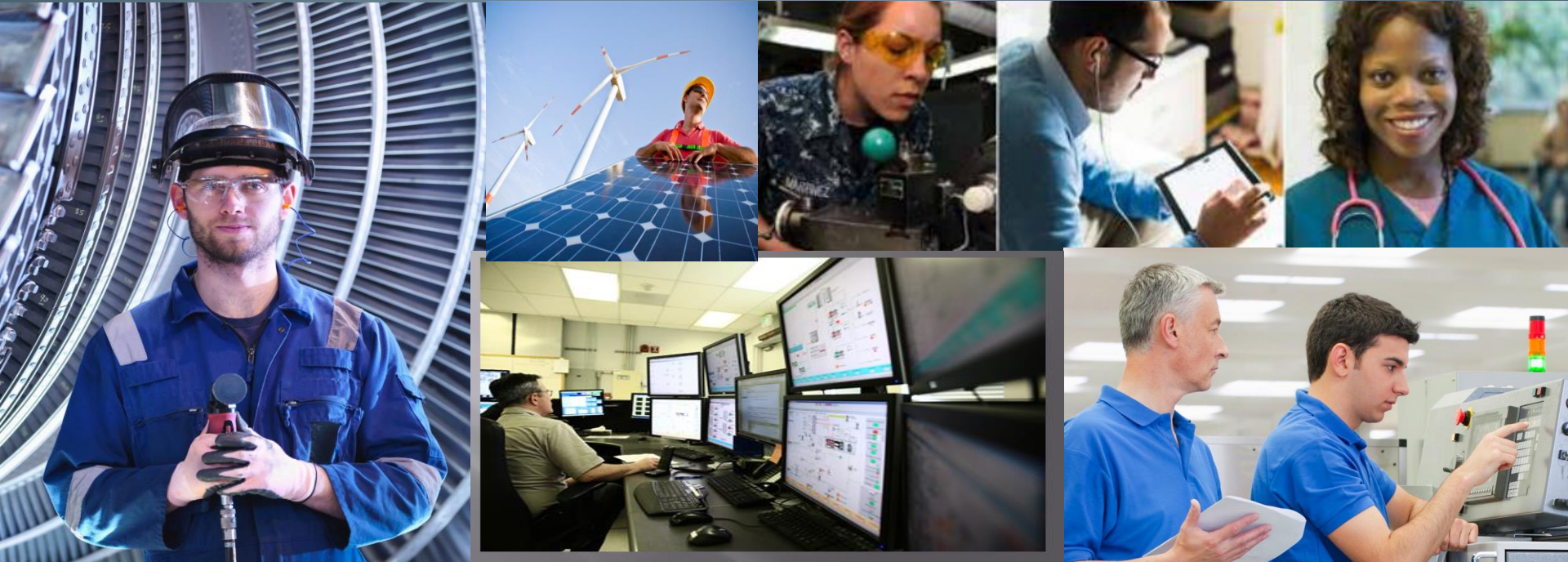


Advanced Manufacturing | Construction | Energy | Healthcare | Information
Technology | Transportation and Logistics |



Expanding Apprenticeship in America: Office of Apprenticeship

National Apprenticeship Week 2017
November 13-19, 2017.

Nationwide Events

www.dol.gov/apprenticeship/NAW

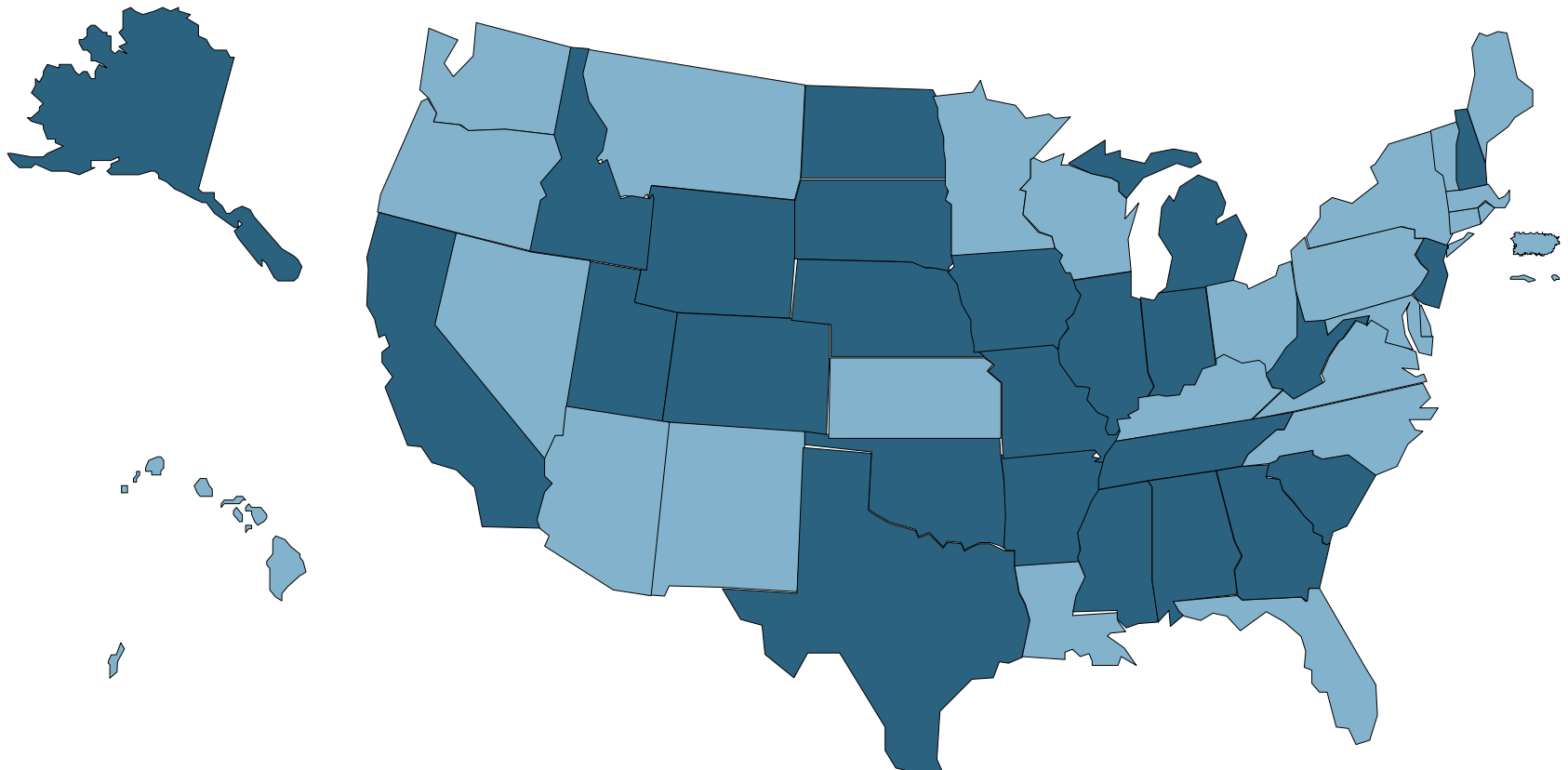


NAW 2016 BY THE NUMBERS

692 Total Number of Events	More than 469,000 DOL followers on Twitter
All 50 States Participating	97 Proclamations
Number of Attendees More than 96,000	41.4M Social Media Impressions

The National Apprenticeship System: A Federal – State Partnership.

OA directly serves business and apprentices
in nearly half the nation.



26 State Apprenticeship Agency (SAA) States
25 Office of Apprenticeship (FEDERAL) States

Our Apprenticeship Numbers Continued To Show Strong Growth in FY 2017

44%

GROWTH SINCE 2013

539,526*
2017

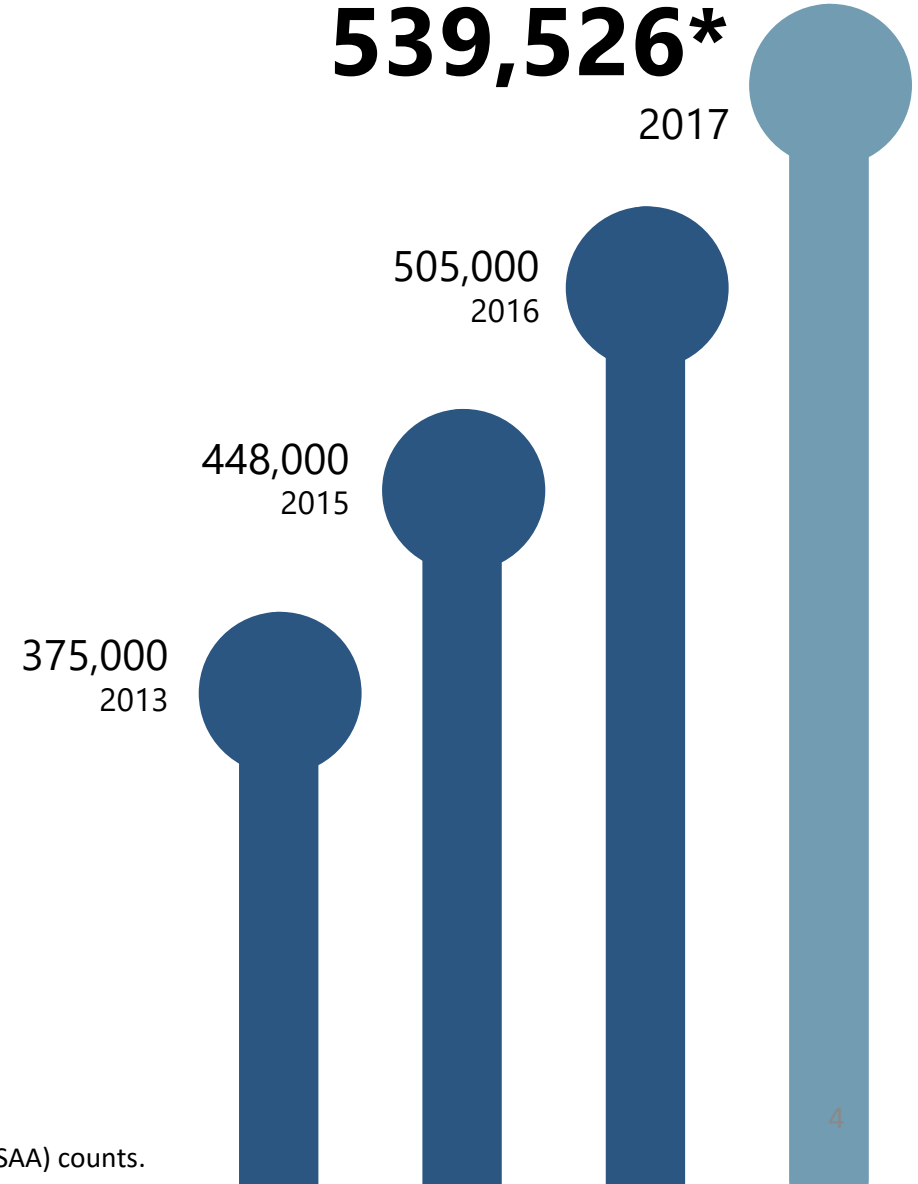
505,000
2016

448,000
2015

375,000
2013

Key Facts

- The annual average of active apprentices for the last 20 years = 426,048.
- Our current number of active apprentices is 126% higher than the 20 year annual average (539,526/426,048).
- Over 150,000 completed an apprenticeship since 2013.
- Approximately 3,000 new apprenticeship programs created in last 3 years.



*Preliminary Result—includes FY2017 Quarter 3 State Apprenticeship Agency (SAA) counts.

Investments in Apprenticeship: Apprenticeship Grant and Contract Investments.



Targeted resource investments to strengthen and expand registered apprenticeship across all industries.



American
Apprenticeship
Initiative Grants
\$175 Million
2015

Apprenticeship
State
Accelerator
Grants
\$9.5 Million
2016

Apprenticeship
State Expansion
Grants
\$50 Million
2016

Apprenticeship
Industry
Partnerships to
Scale
Apprenticeship,
Equity
Partnerships to
Enhance Diversity
- \$30 Million
2016

10
Contracts
Just
Renewed to
Provide
Additional
FY 2017
Funding

Registered Sponsors and Still Growing!



What is Registered Apprenticeship?



Employer
Involvement



Structured
On-the-Job
Learning



Related
Training and
Instruction



Rewards for
Skill Gains



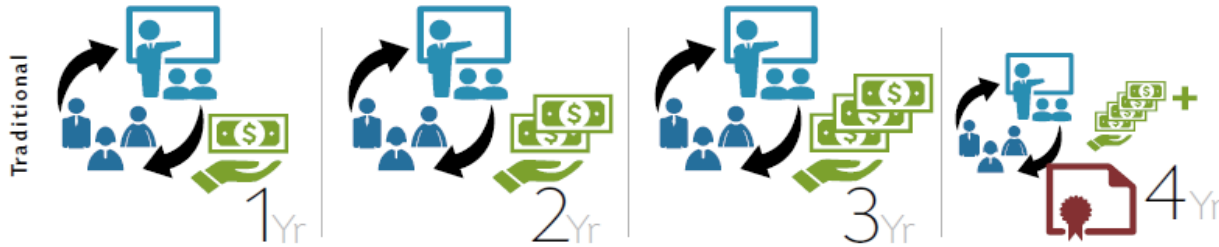
National
Occupational
Credential

Five Core Components of
Registered Apprenticeship

Registered Apprenticeship is Adaptable and Flexible

Apprenticeship **USA**

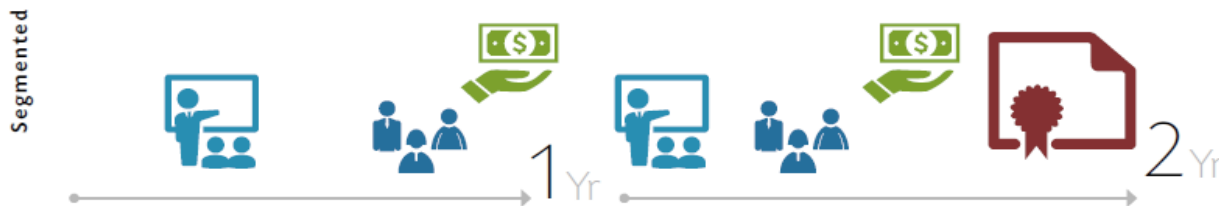
Apprenticeship Models



Example shows a four-year program; however, program length varies and is driven by industry needs.








Example shows a program with diminishing time spent in related classroom instruction; however, all related instruction could occur at the beginning of program.



Example shows a one-year program spread out over two years with related instruction segmented between periods of on-the-job training.

Key

- 
Related Instruction
- 
On-the-Job Training
- 
Rewards for Skill Gains
- 
National Credential
- 
Business Involvement

Components of Registered Apprenticeship

For Job Seekers:

- Earn and learn
- Career pathways to higher skills and wages
- Nationally-recognized credentials and potential to earn college credit



For Employers:

- Develop highly-skilled workers through a flexible, customized training approach
- Supports with recruitment
- Reduce turnover and improved retention
- Establish a Pipeline of new apprentices with skills to train the next generation

For Workforce System:

- Expand business services
- Improve performance
- Measurable gains
- Supports credential attainment



For Educational Institutions:

- Industry driven curriculum
- Increase enrollments/retention rates
- Connection with high schools
- Build relationships with community



BENEFITS FOR VETERANS IN REGISTERED APPRENTICESHIP



Did you know that Veterans have the opportunity to “earn and learn” in a Registered Apprenticeship, and may receive their GI Bill Educational Benefits?

Eligible Veterans can use their GI Bill Educational Benefits for training and/or education.

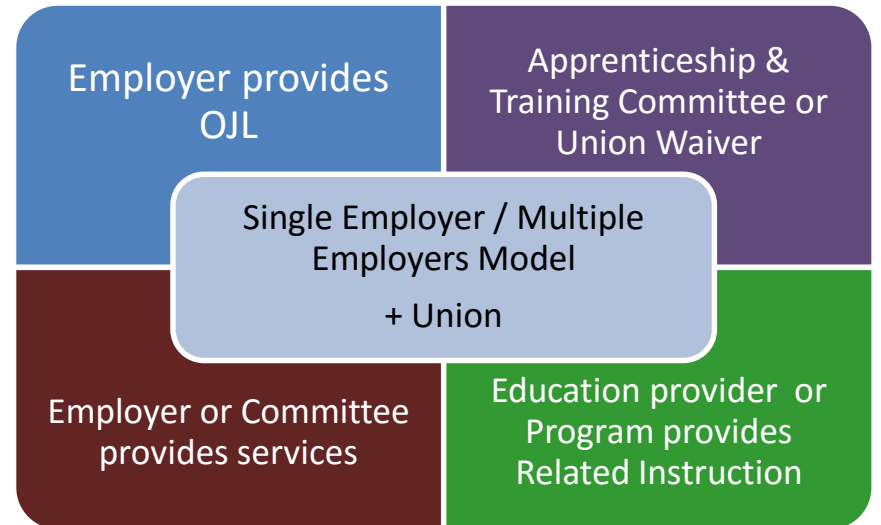
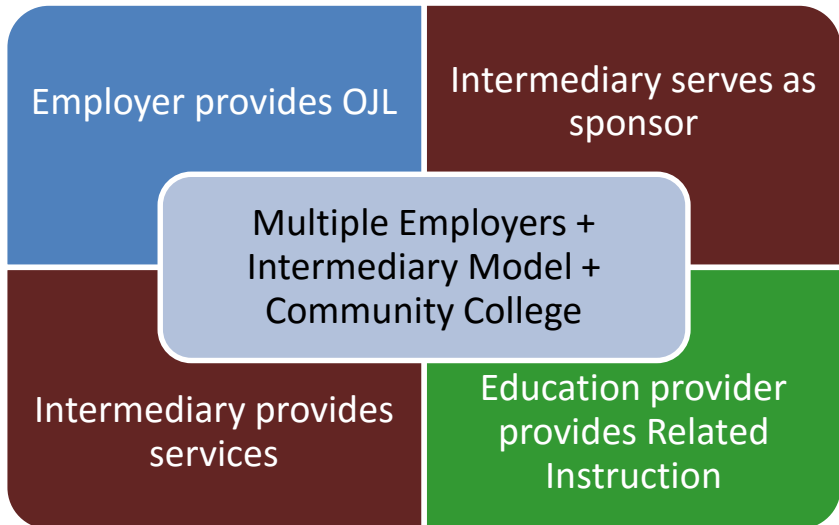
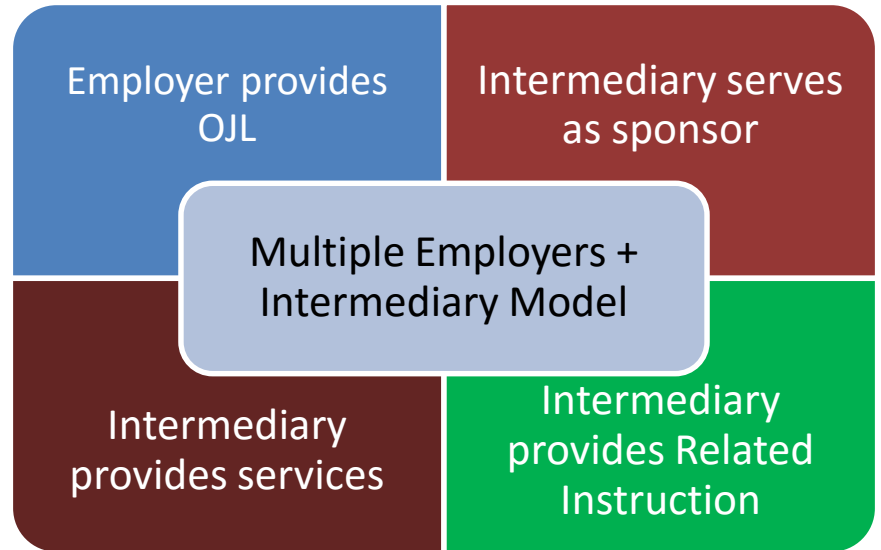
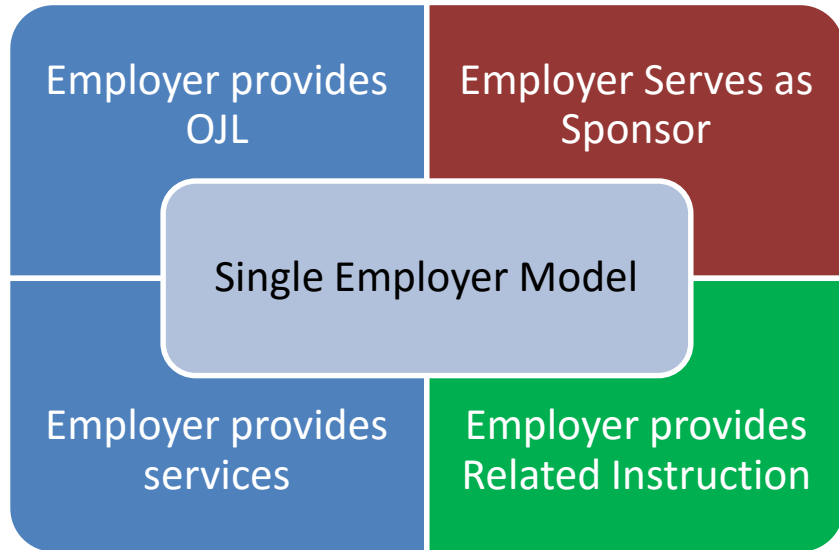
Registered Apprenticeship allows Veterans to learn a trade through an apprenticeship, and use their GI Bill benefits to receive a tax-free monthly stipend.

The Post-9/11 GI Bill provides a stipend that is the equivalent of the Monthly Housing Allowance (MHA) of an E-5 with dependents (varies by employer location), and is paid in addition to the wages earned as an apprentice. Veterans continue to receive a stipend for

Snapshot: Apprenticeable Occupations

enable Veterans to receive **GI Bill Benefits**

Program Design



Myth: All apprenticeship programs take 4 years to complete. One size fits all.

- Time based, competency, and hybrid
- Increase or decrease a time-based by 25%
- Minimum 2,000 hours to meet competencies
- Credit for previous experience
- Registered Apprenticeship is flexible and can be customized to meet the needs of every type of business.
- The training and education delivery as well as the length of the program can all be customized.
 - For example, the on-the-job training component of the Registered Apprenticeship can be tailored to the specific skill requirements of a single company. This allows for training to be specific to the needs of that business.



Industries:

*Programs can be established in many industries,
including:*

- ✦ **Energy**
- ✦ **Automotive**
- ✦ **Financial Services**
- ✦ **Geospatial**
- ✦ **Hospitality**
- ✦ **Retail Trade**
- ✦ **Transportation**
- ✦ **Aerospace**
- **Advanced Manufacturing**
- **Biotechnology**
- **Health Services**
- **Construction**
- **Information Technology**
- **Homeland Security**

Various Occupations...

- ✦ **Wind Turbine Technician**
 - ✦ **Landscape Gardner**
 - ✦ **Accounting Technician**
 - ✦ **Graphics Designer**
 - ✦ **Wind Turbine Technician**
 - ✦ **Veterinary Lab Tech**
 - ✦ **Fire Marshall**
 - ✦ **Crime Scene Investigator**
 - ✦ **Funeral Director**
 - ✦ **Hotel Associate**
 - ✦ **Truck Driver**
 - ✦ **Security Officer**
 - ✦ **Horse Trainer**
 - ✦ **Tune Up Mechanic**
 - ✦ **Legal Secretary**
 - ✦ **IT Project Manager**
 - ✦ **Barber**
 - ✦ **Jet Engine Mechanic**
 - ✦ **Bank Teller**
 - ✦ **Child Care Dev. Specialist**
 - ✦ **Manager, Retail Store**
 - ✦ **Private Investigator**
 - ✦ **Farm Worker**
 - ✦ **Airframe & Powerplant Mech.**
 - ✦ **Teacher Aide**
 - ✦ **Horticulturist**
 - ✦ **Dry Cleaner**
 - ✦ **IT Generalist**
- many more....

Various Health Care Occupations...

- ✦ **MRI Tech**
 - ✦ **Dental Lab Assistant**
 - ✦ **Pharmacist Assistant**
 - ✦ **Certified Nurse Assistant
- *with specializations***
 - ✦ **Licensed Practical Nurse**
 - ✦ **Medical Assistant**
 - ✦ **Home Health Aide
- *with specializations***
 - ✦ **Home Health Director**
 - ✦ **EMT**
 - ✦ **Long Term Care – Nurse
Management – *w/spec.***
 - ✦ **Prosthetics Technician**
 - ✦ **Surgical Technician**
 - ✦ **Paramedic**
 - ✦ **Bio Manufacturing Tech.**
 - ✦ **Surgical Technician**
 - ✦ **Orthodontics Tech**
 - ✦ **Medical Laboratory Tech**
 - ✦ **Medical Transcriptionist**
 - ✦ **Podiatric Assistant**
 - ✦ **Optician**
 - ✦ **Medicaid Disability Claims
Adjudicator**
- many more

Example: Medical Assistant Apprenticeship Model – OJL TIME BASED

- **MEDICAL ASSISTANT– 4000 (2 yrs) OJT/OJL (Learning) hrs**

WORK PROCESS OUTLINE:

Orientation and Safety..... 75 OJL hrs.

Maintain Good Patient Environment.....275 OJL hrs.

Vitals....350 OJL hrs.

Patient Care.... 2200 OJL hrs.

Maintenance and use of filing systems....300 OJL hrs.

Acquisitions and retrieval systems for medical data....300 OJL hrs.

(...NOT ALL INCLUSIVE)

TOTAL: 4000 HRS ON THE JOB LEARNING

Example: Medical Assistant Apprenticeship Model – OJL

COMPETENCY BASED

- **MEDICAL ASSISTANT– Competency Based (2000 hrs. / 1 yr. OJT/OJL (Learning) hrs.)**

WORK PROCESS COMPETENCIES:

- A. Clinical** - Evaluate daily patient list for necessary health maintenance updates, pend immunizations/labs/drug refills; enter reason for visit, review/update allergies, medication list; enter vital signs, access/complete appropriate questionnaires, prep notes (scribe) for provider
- B. Clinical** - Perform room disinfection, set-up PAP/wet prep/sterile field, draw up lidocaine, stock
- C. Clinical** - Perform/document orthostatic BPs, immunization administration (IM/SQ)/documentation, PPD plant, suture removal, irrigation - ear, phlebotomy, capillary puncture, visual acuity
- D. Clinical** - Performs appropriate POCT including urinalysis, C/S, urine pregnancy, rapid strep, rapid flu, glucometer, HgbA1C, PT/INR, FIT
- E. Clinical** - specimen collection – wound, throat, nasopharyngeal, clean catch
- F. Efficiently Operate Medical Equipment** including scales, nebulizer, spirometer, peak flow meter, hearing test, EKG, bladder scanner
- G. Admin** - Prior authorizations, medication refills, referrals from in baskets; IDX-scheduling
- H. Maintains Professional Development** through participation in internal and external education opportunities
- I. Maintains NHA Certification** through successful completion of all continuing education requirements.

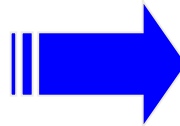
...Apprenticeship Model – Classroom Instruction

Course	Course Name	Hours
• AHS101	Medical Terminology	40
• AHS102	Foundations of Anatomy & Physiology	40
• AHS103	Pathophysiology	40
• AHS104	Introduction to Healthcare	24
• AHS105	Essential Communications for Healthcare Professionals	24
• AHS107	Foundations of Pharmacology	40
• AHS108	Introduction to Healthcare Documentation	24
• CMA101	Clinical Medical Assisting	40
• CMA101L	Clinical Medical Assisting Lab	24
• CMA102	Customer Service Skills	40
• CMA201	Clinical Medical Assisting Practicum	64
Total		400

Completion of OJL Hours

*****PLUS*****

***Completion of Related
Instruction***



***COMPLETION OF
APPRENTICESHIP
CERTIFICATE***

Registered Apprenticeship Program Development Process

Step 1 Contact Us



Contact U.S.
Department of
Labor, Office of
Apprenticeship (OA)
Representative

Step 2 Build Program



Provide New
Sponsor
Information or
Complete Online
Standards Builder

Step 3 Program Check



Review and
Approval of
Customized
Standards of
Apprenticeship
Developed Based on
Sponsor's
Operational Input

Step 4 Program Registered



OA
Receive Finalized
Standards of
Apprenticeship and
Certificate of
Registration
Documents

Step 5 Launch Program



Employer
Implements
Registered
Apprenticeship
Program

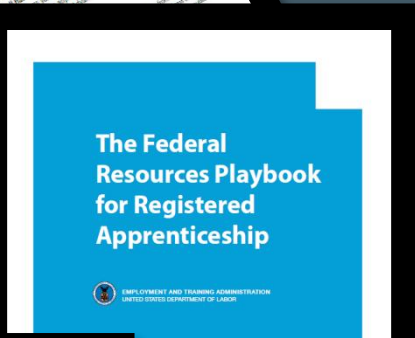
DOL.GOV/Apprenticeship: Other Resources



Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf



Federal Resources Playbook for Registered Apprenticeship

Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship

<http://www.doleta.gov/oa/federalresources/playbook.pdf>



DOL Registration Site

An electronic apprenticeship standards builder that allows potential new sponsors to build and register their program online.

<http://www.doleta.gov/oa/registration/>



RACC Site

Find information on becoming a RACC member and a database of college members and sponsors.

<https://www.doleta.gov/oa/racc.cfm>

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